



General Assembly

January Session, 2019

Proposed Bill No. 7044

LCO No. 1145



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:

REP. LINEHAN, 103rd Dist.

REP. CONLEY, 40th Dist.

SEN. FLEXER, 29th Dist.

**AN ACT CONCERNING SEXUAL HARASSMENT IN THE
WORKPLACE.**

Be it enacted by the Senate and House of Representatives in General Assembly convened:

- 1 That sections 46a-54, 46a-60, 46a-82 and 46a-86 of the general
- 2 statutes be amended to provide that: (1) The powers and duties of the
- 3 Commission on Human Rights and Opportunities include the duty to
- 4 require employers that provide training education to include
- 5 information on the employer's policy regarding sexual harassment and
- 6 examples of the types of conduct that constitute sexual harassment,
- 7 including the spectrum of different behaviors that constitute
- 8 harassment ranging from verbal harassment to sexual assault; (2) in
- 9 the case of a sexual harassment complaint, it shall not be a defense for
- 10 an employer that (A) the claim was properly investigated, (B)
- 11 immediate corrective action was taken and no act of harassment
- 12 subsequently occurred, (C) the claim was not reported prior to the
- 13 filing of a complaint with the commission, or (D) the respondent has a
- 14 policy prohibiting sexual harassment or recently trained its personnel
- 15 on the meaning and effect of sexual harassment; (3) if an employer

16 takes immediate corrective action, such corrective action shall not
17 modify the victim's terms and conditions of employment without the
18 victim's express, written agreement; (4) the deadline to file a complaint
19 be extended to within three hundred days after the alleged act of
20 discrimination; and (5) the presiding hearing officer shall determine
21 the damage suffered by the complainant and order compensation for
22 such damages and payment of reasonable attorney costs and fees.

Statement of Purpose:

To remove obstacles that keep victims from reporting workplace sexual harassment.